

FRASER VALLEY COLLEGE

FACULTY AND STAFF ASSOCIATION

NEWSLETTER

1985 - 86 # 2

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SAVE FOR FUTURE USE

SHOP STEWARDS
1985/86

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1. Colin Bull	Business Office East, and Facilities.	Chwk. 426
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FRASER VALLEY COLLEGE
FACULTY & STAFF ASSOCIATION

A major function of the FSA NEWSLETTER should be to enable union members to communicate with each other about matters such as obnoxious management practices, complaints about the FSA Executive, grievances in process.

Some of these items are unlikely ever to make it into the official College newsletters. And only communications from non-Executive FSA members prevent this NEWSLETTER from being merely an organ for the FSA Executive.

So, it is very good to see several letters in this edition of the NEWSLETTER.

Two of these letters call our attention to the fact that the whole story of layoffs is not told by simply noting the number of employees actually laid off. Lay off notices, bumping, and reorganization of departments and reassignments of duties create a lot of grief for an employee even if he or she is not actually laid off.

These letters serve a valuable function of letting us know the additional forms of chaos that layoffs produce.

Another letter informs us about a management decision that affects teaching faculty very badly but that may not have been noticed by other employees.

Perhaps you would like to tell other union members what is happening in your work area: write a letter to the NEWSLETTER!

It can be of great help when we need to work together to fight some of these measures.

Paul Herman

The opinions expressed in this NEWSLETTER do not, unless explicitly stated otherwise, express the official position of the FSA.

LETTERS TO THE EDITOR!

Re: Lay off list

I don't feel the short lay off list on the bottom of page 8 very satisfying. Perhaps this is due to my jaundiced view of the Library Technical Services debacle, but I would like other departments in the college to be aware of what happened this spring. I think others involved in the Tech. Services affair may write you, but here is my version.

I went from a 12 month to a 10 month contract when I was bumped by a more senior employee. To be fair I did have a choice, I could get full-time employment, but it was in a lower pay group. In order to stay in my own pay group I lost 2 months salary.

Even more distressing, but beside the point is the re-organization of Tech. Services. My old job combined with Anne Andres old job is now a pay group higher than when I was in it.

Dorine Garibay

Re: Grievance Chair Report of Last FSA Newsletter 1985-86 #1

As you may have already guess, I question your report in the last FSA Newsletter.

I believe that the situation doesn't accurately represent the lay off situation.

Both Niina, Dorine, and myself (& possibly others?) were laid off. Even though we bumped and are with the college, the report does not indicate that in some cases - some positions have been eliminated etc. and also a substantial increase in workload for others as a result of this.

Just because we bumped, does not mean we weren't laid off. Also p.13 of the Newsletter - there is discrepancy, the Current Layoffs Active (FVC 11.4(b) does not match your report on page 8.

I just thought I'd bring this to your attention.

Anne Andres

(Editor's Note: Lay off figures from C-IEA on page 13 were as of April and hence, indeed, were out of date.)

LETTERS TO THE EDITOR (Contd.)

Re: NEW COPYRIGHT RULES

Let's put this under the "Whose Side Are They On?" or "Be Reasonable: Do It My Way" categories.

This fall I discovered that in order to get some articles photocopied on the jumbo xerox I would be required to swear (in more ways than one) that I had obtained copyright clearance before photocopying could proceed. The form also contained some legal jargon which, not having access to a copyright lawyer at that moment, I could only suspect said that in the event of LEGAL PROBLEMS the college would say to me "You're on your own," - as if it could plead dumb about what photocopiers are used for. What does it think I use those things for, anyway? To photocopy XMAS cards like the college board did in 1977?

What a rip. When you're out there on the instructional field you'd like to know that when you get the ball, the college coaches are going to throw a few blocks for you instead of tackling you from the sidelines. Granted, they were rattled by legal advice. But look at my side: the articles I select and copy for students are a really nice feature of instruction. They study a far better selection of readings than can be got from any single volume on the market. True, I don't pay any royalties nor do the students. The literary heirs of Harold Innis, who died in 1952, will be out the few pennies they might be able to negotiate for Innis' 4 page article on the importance of the fur trade. I confess to feeling no guilt whatsoever in this matter. I don't sell the material (nor do I sell my own publications) to students, the students are saved the needless expense of buying a regularly published set of articles that cannot meet their needs, and their introduction to this type of historical literature might actually lead some students to buy some history books someday, and I'm convinced that Harold Innis would agree with me if we could but dig him up and ask him. Publishers are rapidly going the way of the kiwi in this age of electronic data transmission and instead of thanking those few medieval types left that actually distribute a few free samples of the old technology, they're putting the screws to the only people left who will listen to them, educational administrators who, you guessed it, put the screws to the hired help.

I have options: lie on the photocopy request, write scads of letters to publishers (then see which ones won't charge because there is no budget for this purpose), stop

LETTERS TO THE EDITOR (Contd.)

distributing photocopies, or order more books for students to buy (more processing for bookstore), books with less representative selections of articles (thus forcing curriculum changes). At this point, I'm not over impressed with management, which is always the first to talk about boosting morale, "be positive".

To top all this off, management's decision came after a total lack of notice or consultation. No wonder. If any meetings with the help had been convened, these questions would have been raised and dealt with, constructively. The only way we got any dialogue on this issue was to threaten a grievance. Must we have a distant early warning system to detect incoming missiles while we vacation?

/ Bob Smith

VOTER REGISTRATION

The provincial enumeration process now required by law has just concluded. Were you enumerated? Were the people enumerated that you would like to see vote in the next provincial election?

The current provincial government made changes in 1984 in the Elections Act to make it more difficult to vote.

EVEN IF YOU WERE ON THE PREVIOUS VOTERS LIST, YOU
MUST REGISTER AGAIN TO VOTE IN THE NEXT PROVINCIAL
ELECTION.

Many people think that they can register to vote on Election Day (section 80 voting). In the last election, many people who 'voted' under section 80 did not have their votes counted for many reasons, including the failure of elections officials to fill out registration forms properly. In the next election, a person's section 80 vote will not be counted if that person is already registered in any other constituency in the province! And there will be very few polls where section 80 votes are allowed. The surest way to be able to vote in the next provincial election is to register NOW.

YOU CAN REGISTER AT ANY GOVERNMENT AGENT'S OFFICE NOW OR
YOU CAN PHONE FOR A REGISTRATION PACKET.

So, if you were not enumerated, REGISTER NOW. If you know people who were not enumerated and you want them to vote in the next provincial election, GET THEM REGISTERED NOW.

FSA: PRESIDENT'S REPORT

Provincial Union Options:

We are beginning to receive material concerning the provincial union options which C-IEA is investigating. This month's newsletter contains a precis of a paper, prepared by C-IEA, outlining the options before us. I urge you to begin thinking about this issue. More detailed material will be available shortly. Information meetings will be scheduled after more written material has been made available.

To Copy or Not to Copy:

The more astute among you will have noticed that a short "declaration" was added to the xerox requisition form during the summer. The short but lethal declaration exacts a dual commitment from one seeking reproduction. Our signature signifies that we have secured permission to copy from the copyright holder, and that we undertake to relieve the college of any liability that occurs should we reproduce without such protection or should we reproduce defamatory material which subsequently becomes the focus of legal action.

There is of course a serious issue which must be attended to by all educators. Copying technology has made us all somewhat cavalier in our approach to intellectual property. With increasing regularity we have been appropriating chunks of such property and distributing or selling them to our students. The pedagogical reasons are impeccable, having to do with the burgeoning price of texts and a desire to expose our students to a diversity of documentary stimulation. The problem, however, is that in facilitating our students drinking at the well of knowledge, we are committing theft from the writers or producers of the books, articles, films, programs, etc., that we use.

Artists and publishers throughout North America have been pursuing those who use intellectual property without permission or payment. In addition, copyright laws are being revised in consideration of the new technology which makes copying so easy.

A number of court cases have been fought in Eastern Canada, and there is every indication that B.C. may become a focus for punitive action. Indeed, a representative of the Publisher's Council "visited" Capilano College and took notes of the many packages of xeroxed material available for sale

FSA: President's Report (Contd.)

in the Cap bookstore. Legal action will probably follow.

The issue is serious and it behooves us to change our approach to xeroxing. On this we can all agree. The difficulty arises with the college's approach to the issue. The accompanying letter outlines why the FSA feels so strongly that this is a college problem and not simply a problem for individual faculty members. A strategy to deal with the issues must involve the collective efforts and responsibility of the college community.

As of press time, management has indicated a grudging willingness to temporarily withdraw the declaration requirement, although there is no indication of any agreement with the FSA position. I urge you to consider the implications of management's actions on this issue, and I further urge you to let them know how you feel about it. Letters will be published in the newsletter. Why, we will even publish letters from management if they would care to illuminate their regressive/repressive attitude.

A final note: a joint committee has been established to consider policy and other initiatives needed on this issue. The committee, chaired by Betty Harris, includes Dick Bate and myself. Please feel free to make written representations to the committee through any member. Stay tuned.

Kevin Busswood.

FROM THE FACULTY VICE-PRESIDENT...

MY 5 CENTS WORTH

Sometime when you have a free moment, look over a recent telephone directory for FVC and see how many names produce a blank in your mind's eye.

Perhaps gone forever are the days when all of us were able to keep up with the activities of our fellow employees in and around the college. There are just too many of us doing too many things to rely solely on the grapevine any more. And who has time to peruse the minutes of various meetings posted around the place, or to pour over the rather complete 171-page Faculty Handbook.

From the Faculty Vice-President (Contd.)

In some issues, the College newsletter reports on highlights of faculty and staff happenings. But there are lots of other doings related to the affairs of the Association that we felt might be of interest to you; hence, this regular column in the FSA NEWSLETTER.

Let's begin this on-going saga with the topic of 9th courses, those elements in faculty lives that give special meaning to the last day for adding and dropping courses.

This year a number of instructors were given the dubious honour of becoming charter members of the 9th Course Club. Some of our ungrateful colleagues - Greg Buck, Graham Dowden, Scott Fast, and Henry Speer - appealed their right to join, and were successful in the eyes of the I.W.A.C. So, they, like many others of us, have to be content with only a heavy workload. Unsuccessful fighters like Kevin Busswood, Pat Gillespie, Elaigh Guidera, and Bob Smith joined the more-mild mannered Colin Bell, Wendy Eakins, Ian McAskill, Art Ross, Rory Wallace, and Blake Wight in the club - a total of 10 potential charter members, if my I.W.A.C. extra course list of April, 1985, is correct.

Of course, club membership was only open to those who ultimately managed to remain on faculty in a full-time capacity. Rory Wallace and Colin Bell didn't make the cut, so they were denied not only the opportunity to work harder, but also the opportunity to work very much at all. Rory had his workload reduced to 50% and is teaching Art History 101/102 and two sections of English 100. The slack in Rory's workload is taken up at U.B.C. where he is attending Law School.

Colin Bell, biology instructor, chose not to stay at FVC in a fully laid-off position, but moved to U.B.C. in a fully employed position. There's no understanding some folks.

Wendy Eakins, fine arts instructor, is on maternity leave from May to December. This is certainly an innovative way to delay teaching an extra course. Too bad the method isn't equally available to all instructors.

Thus, we have eight people who are apparently teaching or about to teach a 9th course or its equivalent this academic year. Let me end this first installment with a few comments on what some of them are doing to fulfill club membership.

From the Faculty Vice-President (Contd.)

Pat Gillespie is co-ordinating a section of Human Services 410, a lecture series course dealing with "social welfare issues in the Western World from the Middle Ages to Date". He is also doing Human Services practicum seminars, one for first and one for second semester students.

Art Ross is teaching a section of Canadian Studies 095, the course which encompasses a month-long study tour to Great Britain in May, 1986. Art will be away for the official opening of Expo, so his ninth course is really demanding a considerable sacrifice.

Bob Smith is scheduled to co-ordinate and participate in the U.T. Canadian Studies 100 course for the Fall semester, 1985. The course was cancelled early in September because of low enrollment, so his duties were reassigned to curriculum development.

In the next installment, more on 9th course activities and a few comments on the comings and goings of our colleagues...

Doug Nicol

VICE-PRESIDENTS' REPORT FROM COLLEGE ADVISORY COUNCIL

Since this is the first report from your new FSA reps on the C.A.C., we thought a few introductory comments might be appropriate.

With regards to our reporting format, we will follow the C.A.C. fixed agenda, and will normally report items in that order unless some departure seems warranted. (We will add parenthetical editorial comment when needed - either to provide background, to establish the context of issues, to put forward FSA positions, or to suggest what is really going on.)

You should remember that our report is a brief one, and fuller reports of the C.A.C. in the form of formal minutes are posted around the institution. If you have any questions or items of interest to the Council, please contact us. If you have comments on issues dealt with by the C.A.C., may we suggest you send them in the form of a letter to the editor Paul Herman, FSA Communications Chair.

Vice-Presidents' Report from C.A.C. (Contd.)

C.A.C. Reps: Wally Hubler (Staff VP)
 Doug Nicol (Faculty VP)

<>

Report of September 18, 1985 Meeting

Dr. Moore began the meeting with his regular monthly report to the C.A.C. The highlights included:

- College Board membership is now 7, following the resignation of Sheila Gentry from Hope. (The board is now short two members; the vacancy created by Ross Belcher's move into another political arena has not yet been filled.)
- The College has received Ministry of Municipal Affairs funding to create an information bank for individuals and businesses interested in locating in the college region. (Editorial note: Using the colleges in this way is evidently seen by the Ministry as a means of reducing the competition between municipalities for new businesses by providing "objective" data. In that the competition is really over tax dollars, one can't help but wonder how the scheme will work. Perhaps the taxes will be paid to the colleges who supply the information? That would add some real meaning to the Partners in Enterprise concept.)
- Preliminary enrollment data indicates that we are slightly up in most areas over last year.
- The Board passed a mandatory retirement policy (at age 65) at its June meeting, despite both C.A.C. and FSA proposals to the contrary. (See comment under Chair report following for some additional detail on this issue.)
- The question of where the agriculture program will ultimately be based remains unanswered.

Chairperson's Report:

Cheryl Dahl reported that the B.C.I.T. agricultural courses destined to come to FVC will not do so until 1986-87.

The history of the retirement policy issue at college board was summarized briefly by the Chair. (FSA members wanting to read the C.A.C. recommendations and/or the FSA arguments against a blanket mandatory retirement policy can

Vice-Presidents' Report from C.A.C. (Contd.)

get copies from your C.A.C. reps.) Cheryl noted that the possibility of reducing workload prior to age 65 is already enshrined in college policy, and that the Early Retirement Incentive proposed in the recommendations to the Board will go to Negotiations '86 because it is a money issue.

Election of New Chairperson:

We are pleased to report that physics instructor, Atari computer graphics expert, former school board candidate and sometime Meccano builder, George McGuire, was elected unanimously as the new chairperson of the C.A.C. George has other qualifications as well, having served the FSA with distinction as Contract Chair. George will take over the position at the November meeting.

Unfinished Business:

College policy 350.03 on Incomplete Grades was tabled until the October meeting of the C.A.C.

Policy 340.06 on Entrance Requirements is being revised again by Admissions and Standards and will come back to the C.A.C. later.

The C.A.C. discussed again suggested modifications to Policy 350.01 dealing with Letter Grades. First reading was given to a motion that would add grades of C-, B-, and A- to the current system. The discussion raised a number of related issues, including grading methods, grade point equivalencies for letter grades, the addition of an A+ to the system, and the value and role of the NC. The C.A.C. is uncertain whether these related issues are matters for the C.A.C. to discuss, or whether they should more properly be raised in other forums at the college. We are being asked at the October meeting to decide which of these issues we feel we should discuss, so if any of you have any opinions, please let us know. (Your C.A.C. reps voted in the affirmative on the first reading of this proposed policy change.)

New Business:

Policy 310.03 on Course Loads was given first and second reading at the September meeting. The change in the policy was one that changed wording from University Transfer Program to Academic Program, a housekeeping matter really.

Policy 310.04 was also given first and second reading on a matter of housekeeping.

The C.A.C. meeting was adjourned slightly ahead of

Vice-Presidents' Report from C.A.C. (Contd.)

time to allow the FSA reps to drive to Chilliwack for a special FSA Executive meeting. This accommodation on the part of the C.A.C. was greatly appreciated.

FROM THE GRIEVANCE CHAIR...

The Shop Stewards for 1985/86 have been selected. Most all of them are seasoned veterans who are willing and able to represent and assist you in most any contract-related matters. (List cited below)

The workshop for Shop Stewards, offered by Tom Beardsley of C-IEA, will be held on 25th October and will concern typical situations confronting Shop Stewards, both staff and faculty, in grievance procedures and contract management and interpretation.

The Association is pursuing three grievances, i.e. classification, mandatory retirement, and copyright issues, and investigating the persistence of concerns arising from our members involved in prison work.

I received two letters from members pointing out their reactions to the final lay off list, included in my report in September. They are cited elsewhere. First, these comments are most welcome. I can't recall a recent case when members took the trouble to contribute to their newsletter. Secondly, these letters underscore what a traumatic time many members were forced to endure and may be obliged to endure again (who is next?) Publication of the the final body count distorts the reality of the turmoil of last winter and early spring, especially in the LRC where lay offs and a reorganization proceeded simultaneously, resulting in a bit of a crap-shoot situation where bumping was concerned.

I have received several comments about the inadequacies and injustice of the bumping procedures, which can create



Report from Grievance Chair (Contd.)

intra-union suspicions - and that we didn't know exactly what chaos would ensue from them. I recall that we discussed in great detail the bumping proposals prior to their negotiation and that they were more-or-less a response to the long list of means the College can employ to lay off senior personnel. A member may be here 10 or 20 years and still be at the bottom of the real seniority list, that is, within the functional area. Without a bumping alternative long serving employees without seniority in their functional groups would be extremely vulnerable to layoffs. Even so, they can't bump without appropriate qualifications, which are determined by management alone. Still, I have encouraged members to make their views about bumping known to our Contract Chairperson.

FROM THE CONTRACT CHAIR...

Now that you've all had time to remember what it's like to be overworked and underpaid, understaffed, and a year older than last year when you were trying to keep up, I'm going to give you your first writing assignment. You will be given credit for content and not style (it hurts me to say that). The topic is: what I would like in my next contract? The deadline is November 1. Your short essay or paragraph might begin with, "If I were negotiating the FVC contract, I would like to see the following changes..." Or you could open with, "I need a salary lift (or increments) because..." You may turn your assignment in to me or Marg Starr (FSA Office) or even your Shop Steward, but all of you need to take this work seriously.

Two brave and competent souls from the LRC and one faculty member have so far declared willingness to help with the contract. That's a start. What is clear from talking with negotiators from other colleges - I just returned from another SWCC meeting - is that wide participation and careful organization are vital if one doesn't want to be walked over in negotiations. At Camosun, about four people showed up at a meeting to ratify their contract - and they have the worst workload and, in many ways, least effective contract among us. Not even the most dedicated union executive can save members from their own apathy. You need to make known what you want and what is absolutely essential to make your job worth doing. For me it's workload. I can't do my job with any quality if I have any more students or classes than our contract already allows for. I'd feel like Charlie Chaplin in MODERN TIMES when they turn the machines up to such a speed that the fellow who tightens the bolts winds up in a psychiatric hospital. But for staff, the priorities may be quite different - and you need to let me know what they are.

Report from the Contract Chair (Contd.)

If you really want to protect yourself, then volunteer to be on the negotiating team or on a committee to look at the contract closely and recommend changes. If you are willing to let others protect your interests, then they'd better know what they're protecting. So get those short essays in. Perhaps we'll print the best ones in the next newsletter!

Virginia Cooke

NOTICE:

Please note that Ron Dudley has been elected by acclamation to the Occupational Health and Safety Committee.

Gordon von Hollen

September 20, 1985.

Dr. Barry Moore,
Principal,
Fraser Valley College,
33844 King Road,
Abbotsford, B.C.
V2S 4N2

Dear Barry,

Re: DUPLICATING REQUISITION DECLARATION

I am writing to file a grievance in respect to the Management Group's decision not to withdraw the requirement for employees to sign a declaration regarding copyright clearance, whenever published materials are duplicated.

The occasional duplication of published materials is undertaken as part of the regular teaching duties of faculty. For obvious reasons, duplication of copyrighted material is done where library resources are inadequate, where the cost of books or articles prohibit purchase, or where the excerpt taken is sufficiently short as to make purchase of the piece unfeasible.

Duplication, under the above conditions, has occurred since the college's inception, with the full knowledge and implicit consent of management. No policy has been circulated with regard to this issue. Indeed, the whole area of copyright law has been sufficiently vague as to make accurate compliance very difficult. The conditions under which duplication become actionable have not been known and are not now known.

Despite your inability to describe legally compliant behaviour, and despite the long tradition of using excerpts within the classroom, you have seen fit to transform this issue from a college issue to an individual problem, for that is certainly the effect of the declaration in question.

Furthermore, in as much as your declaration arrived on the scene after texts and library materials for the Fall semester were ordered, and given the pitiable book budgets under "RESTRAINT", the declaration amounts to an invitation to employees to possibly contravene the law, and retain all

responsibility for an act undertaken while performing college duties, on behalf of the college.

The declaration requirement offends the spirit of labor-management harmony, as expressed in Article 1.1 of the collective agreement. More specifically, it contravenes Article 12.3 of the Agreement, which provides that "...the College will not seek indemnity against an employee...for actions that result in a judgement against the college or the employee..."

It is regrettable that management feels compelled to respond to a serious college problem through a legal sleight-of-hand. Such action does nothing to solve the problem and stimulates disdain rather than the compliance sought.

A remedy for this issue is to withdraw the declaration until such time as a joint committee can determine how the amended Copyright Act will implicate duplicating practices; and, how the publishing and artistic communities wish to deal with the issue where colleges and universities are concerned. The matter requires research and some frank discussion with the industry.

I look forward to your reply.

Yours sincerely,

Kevin Busswood,
President,
Faculty & Staff Assoc.

/ms

c.c. Dick Bate, Dean of Instruction.
Erling Close, Dean of College Services.
Susan Witter, Associate Dean, CE & DP.
Bob Smith, Grievance Chair.



STRENGTHENING C.I.E.A.: OPTIONS FOR CHANGE

PRÉCIS

This is a précis of a Presidents' Council position paper, the full text of which is available from your faculty association president. The C.I.E.A. office is providing each member union with sufficient copies of the complete position paper for distribution to all faculty.

THE NEED FOR CHANGE

By pragmatic response to changing conditions, the organization of college-institute faculty has evolved from informal to more formal relations with employers and from a loose federation to a more coordinated and stronger provincial body. Given its resources and structure, C.I.E.A. serves faculty well; however, continuing changes in the college/institute system may require further evolution of faculty organization.

Centralization of government authority has occurred through formula funding, the 5-year planning process, Ministry direction of curriculum, rationalization, constitution of college boards, and elimination of funding councils. These developments have increasingly demanded collective, coordinated responses - not isolated ones. Faculty have been incurring major bargaining losses due to this centralization of authority and due to employers' coordination and the Compensation Stabilization Program. Faculty have also lost contract rights as a result of their vulnerability to lockout, their lack of a significant defence fund, and their inability to agree on bottom-line bargaining positions.

Faculty are also suffering arbitration losses due to contract language eroded through bargaining and due to the employers' greater resources. Today, faculty unions face employers that are much more coordinated in their handling of labour relations and are facing a government and well organized lobby groups dedicated to the "downsizing", "rationalization", and "privatizing" of the educational system. In all of these areas faculty unions simply do not have the resources, expertise, or money to compete effectively with the employers and the provincial government. Faculty unions also need to get more public and media attention for their concerns, and need to act more effectively in concert with other unions and other groups in education.

THE OPTIONS FOR CHANGE

One option for change is to form a single independent union for college/institute faculty with a faculty local at each institution. Another option is to join the Canadian Union of Public Employees with each faculty association as a C.U.P.E. local and with C.I.E.A. itself as a Council of Unions within C.U.P.E. The attached table compares these two options and the status quo under parallel headings.

Both of the options for change allow retention of local autonomy and local bargaining, yet allow retention of C.I.E.A. as a coordinating body. Neither option requires

one group to strike because of a dispute elsewhere, neither requires a certification vote or sign-up, and neither requires a significant (if any) increase in dues. Under both options, resources would be shifted from the local to the larger group, and legal expenses would be reduced.

THE PROCESS FOR CHANGE

This process was initiated by a C.I.E.A. Presidents' Council resolution in March 1985, refined by a unanimous P.C. resolution in May 1985 which was reported to the 1985 A.G.M. Since then, the Executive has gathered information and prepared background and position papers which have been discussed by P.C. During the Fall C.I.E.A. reps are meeting with reps of C.U.P.E. and with reps of independent provincial unions. On November 30, 1985 P.C. will vote on recommending one of the options to the membership. If one of the options for change is recommended by P.C., both C.I.E.A. and its member unions will explain that option during Spring 1986. Following votes by each member union in April and May of 1986, the unions' delegates will vote on the recommendation at the C.I.E.A. A.G.M. on May 31, 1986. If the P.C. on November 30 recommends the status quo option, then no further action will be taken.

JW:jt
September 18, 1985.

JW:jt
Revised - September 26, 1985

attachment

COMPARISON OF PROVINCIAL UNION/CUPE/STATUS QUO

This table presents a summary comparison of the information in Parts III, IV, and V of the Report.

	Provincial Union	C.U.P.E. Council of Unions	Status Quo C.I.E.A.
1. Organization & Certification	<p>One union with one local for each faculty assn.</p> <p>Certifications held by provincial union or by each local (former is the norm; would require \$54 transfer of certifications).</p> <p>Provincial Union Constitution.</p> <p>Associate status possible for non-members.</p>	<p>Council of Unions (one CUPE local for each faculty association).</p> <p>Certification held by each local; no transfer of certification required.</p> <p>CUPE National & B.C. Division Constitutions.</p> <p>Associate status possible for non-members.</p>	<p>Association of independent unions at each institution.</p> <p>Certification held by each union.</p> <p>C.I.E.A. Constitution and member unions' Constitutions.</p> <p>Associate status possible for non-members.</p>
2. Dues & Costs	<p>If it holds the certifications, provincial union collects dues and remits portion back to the locals; if the local holds certification, it collects dues and remits portion to provincial union.</p> <p>Provincial union takes estimated \$292 per FTE per year.</p>	<p>Local collects dues and remits portion to C.I.E.A./CUPE.</p> <p>Council/CUPE takes estimated \$322 per FTE per year.</p>	<p>Member union collects dues and remits portion to C.I.E.A.</p> <p>C.I.E.A. takes \$147 per FTE per year.</p>

3. Staffing

Provincial Union	C.U.P.E. Council of Unions	Status Quo C.I.E.A.
F.T. President (elected) F.T. General Secretary F.T. Office Assistant 2 F.T. Staff Reps	F.T. President (elected) F.T. General Secretary F.T. Office Assistant C.U.P.E. Rep assigned to C.I.E.A. Plus back-up service by C.U.P.E. Regional Staff Reps and access to other C.U.P.E. staff.	F.T. President (elected) F.T. General Secretary F.T. Office Assistant

4. Bargaining

Local-by-local. Each local has its own collective agreement. Bargaining team, proposals, ratification, strike/lockout decisions determined by local. Assistance and direction from provincial union Staff Reps (as requested).	Local-by-local. Each local has its own collective agreement. Bargaining team, proposals, ratification, strike/lockout decisions determined by local. Assistance and direction from CUPE Staff Rep (as requested).	Local-by-local. Each union has its own collective agreement. Bargaining team, proposals, ratification, strike/lockout decisions determined by member union. Information exchange and coordination; no Staff Rep services.
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5. Contract
Maintenance

Grievances handled by local with assistance from Staff Reps (upon request). Arbitrations and LRB cases handled by Staff Reps (upon request). Legal defence funds of \$120,000; additional legal services at local's own expense.	Grievances handled by local with assistance from Staff Rep (upon request). Arbitrations and LRB cases handled by Staff Rep (upon request). Access to CUPE National's F.T. legal staff of 3 (or to substitute legal counsel) for cases meeting specific criteria; additional legal services at local's own cost.	Grievances handled by member union. Arbitrations and LRB cases handled by member union (usually with legal counsel). Member unions select and pay for their own legal services; C.I.E.A. maintains fund (\$14,000) for very limited subsidization of member union's legal expenses.
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6. Other Services

Provincial Union	C.U.P.E. Council of Unions	Status Quo C.I.E.A.
Labour education, trade union skills, public relations, lobbying, issue workshops, women's rights, professional development.	Union development; political and organizational leadership, lobbying. Access to public relations consultant, occupational health and safety expert, instructors in labour education, resource persons for various issues (e.g. women's rights).	Labour education, trade union skills, public relations, lobbying, issue workshops, women's rights, professional development.
<p>Fund collects \$75,000 per year.</p> <p>Payments commence in 3rd week of dispute.</p> <p>Payment is \$100 per week.</p> <p>Strike/lockout decision is made by local.</p>	<p>Access to CUPE National fund of \$19,000,000.</p> <p>Payments commence in 3rd week of dispute.</p> <p>Payment is \$95 per week (i.e. \$75 from National and \$20 from B.C. Division).</p> <p>Strike/lockout decision is made by local subject to pro forma approval by CUPE.</p>	<p>No strike/lockout fund.</p> <p>Some member unions maintain their own strike/lockout defence funds.</p>
<p>8. Policy-Making</p> <p>Made at provincial union convention.</p> <p>Member locals can make policy, but can be no conflict with provincial union policy.</p>	<p>Made by Council (i.e. C.I.E.A.) and by member locals so long as there is no conflict with CUPE policy.</p> <p>CUPE policy made at CUPE National and B.C. Division Conventions.</p>	<p>Made at C.I.E.A. A.G.M.</p> <p>Member unions can make policy, but are required to support stance of C.I.E.A. on provincial issues.</p>

	Provincial Union	C.U.P.E. Council of Unions	Status Quo C.I.E.A.
9. Convention	<p>Delegate entitlement: 1 for each local plus 1 for each 50 FTE or portion thereof. Maximum of 6 delegates per local.</p> <p>Full costs of Presidents paid by provincial union; partial subsidization of other delegates based on regional formula.</p>	<p>Delegate entitlement: Up to 100 FTE 1 delegate 101 - 200 FTE 2 delegates 201 - 500 FTE 3 delegates 501 - 1000 FTE 4 delegates Council of Unions 1 delegate</p> <p>Partial subsidization for B.C. Division convention available to unions below 50 members in hardship cases.</p>	<p>Delegate entitlement: 1 for each member union, plus 1 for each 50 FTE or portion thereof. Maximum of 6 delegates per member union.</p> <p>Full costs for Presidents paid by C.I.E.A.; partial subsidization of other delegates based on regional formula.</p>
10. Lobbying and Information Exchange	Carried out by provincial union office.	Carried out by Council, but with access to C.U.P.E.'s resources and integrated with CUPE National and B.C. Division lobbying.	Carried out by C.I.E.A. office.
11. Relation to Labour Movement	<p>Enhanced ability to act in concert/ coalition with labour.</p> <p>Would not be accepted into B.C. Fed or CLC unless an affiliation is worked out with a large union (e.g. B.C.G.E.U.)</p>	<p>Enhanced ability to act in concert/ coalition with labour.</p> <p>Via CUPE, would become part of B.C. Fed and CLC.</p>	<p>Coalitions (e.g. Op Sol, DESC).</p> <p>Would not be accepted into B.C. Fed or CLC.</p>

